What? The D11 Capital Team is partnering with Perkins Eastman and the BOE to explore utilizing a Certificate of Participation (COP) to invest in upgrades to D11 buildings. This meeting was an entry point, an initial conversation, with many follow-up discussions. Potential scenarios that will continue to be combined, refined, and adjusted based on feedback were presented. The timeline for discussions and decisions is noted below. Tonight's discussion walked through these materials, and the follow-up conversation will be at the September 6 Work Session.

COP Discussion and Decision Timeline

Consideration of a COP in D11

What is a COP?

Certificate of Participation (COP)

→ Lease obligation not viewed as debt under the Colorado Constitution
→ Repaid from General Fund or other School District resources (MLO Capital Program Fund)
→ No new taxes
→ Can be refunded (refinanced) and called early.
→ Doesn’t require voter approval

Benefits to D11

→ Maximize current funding to significantly address facility needs
→ Opportunity cost of waiting
→ Demonstrates fiscal responsibility
→ Early demonstration of what recapitalizing the district can look like
→ Move beyond deferred maintenance
→ Short term outcomes can be realized
**What?** In May 2023, D11 personnel who do not take the 5E survey took a Staff Climate and Culture survey that is similar to the 5E surveys that schools receive. The survey mirrored schools’ feedback (via 5Es) for central admin leaders. The evaluated components are noted below; the full brief can be reviewed here.

![Staff Culture and Climate Survey Results](image)

**Follow-Up Actions**

- Explore and invest in ways to better support school-based ESP employees
- Build staff climate and culture metrics into department and division KPIs
- As teams and departments, dig down into each measure to use as discussion prompts
- Invest to make staff working at sites other than schools or central admin feel included

**What?** The District Accountability Committee reviewed the proposed DAC Charges (page 11) shared with the BOE in May. The discussion centered around what the BOE views as vital work for DAC to engage in during the 2023–2024 school year. The BOE will continue to work alongside the DAC to align charges with BOE priorities.
What? The HR Team provided the BOE with a hiring update and presented data on turnover and retention rates for certified teaching staff and ESP roles.

*CDE Teacher Turnover Rates*

**Hiring for 2023-2024 School Year**
(March – August)

<table>
<thead>
<tr>
<th>Position</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>ESP</td>
<td>237</td>
</tr>
<tr>
<td>Teacher</td>
<td>410</td>
</tr>
<tr>
<td>Executive Professional</td>
<td>49</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>696</strong></td>
</tr>
</tbody>
</table>

Upcoming work:
- Refining the process and questions asked in our employee exit surveys to lead to more actionable data
- Goal of less than 10% loss in each employee group